

**Decision in principle by the Academy Board regarding researchers' teaching duties (27 April 1999, amended 1 June 2004, additions in italics)**

The Board of the Academy of Finland considers it important from the point of view of both teaching and research careers that the expertise of Academy Research Fellows can be put to good use in teaching as well as research.

*Holders of Academy research posts*  are expected primarily to work on their research as set out in the research plan. Research grants awarded by the Academy are used by universities to hire project researchers who are at different stages of their research careers. Researchers hired on a project basis with Academy grants are also expected primarily to work on their research.

The Board of the Academy of Finland takes the view that researchers who hold Academy posts as well as researchers hired on Academy research grants should be able to provide teaching. In the case of postdoctoral researchers, teaching duties can be incorporated, by mutual consent of the researcher and host organisation, as part of the researcher's normal range of duties according to the principles set out in this decision in principle. Furthermore, the Academy Board takes the view that where necessary, postdoctoral researchers shall supervise the theses of postgraduate researchers. If this involves supervising the work of researchers outside of one's own research group, supervision is compared to teaching duties.  *In the case of Academy Professors, the supervision of theses by research team members is also compared to teaching work.*

1  *At its meetings on 27 April 1999 and 1 June 2004*  the Academy Board has, pursuant to paragraph 1, subsection one, point two and paragraph 22 of its rules of procedure, made the following decisions regarding the  **duties of research post holders** .

1.1 The duties of  **Academy research post holders**  comprise the research work specified in the research plan; the supervision of theses within their own field; and, depending on the researcher's agreement with the host organisation, teaching related to their field of research. The total amount of time spent in teaching  *should be 5 per cent*  of the researcher's annual working hours. No separate compensation is paid for these teaching duties.

1.2 For any other teaching duties beyond those specified under 1.1 above, in so far as they are non-temporary and carried out during regular

working hours against separate compensation, research post holders are required to apply to the Academy of Finland to obtain a permit for a secondary occupation. For non-temporary teaching duties carried out outside of regular working hours against separate compensation, the researcher is required to notify the Academy of such outside employment. Together with the teaching duties specified under 1.1 above, teaching duties that fall under these outside employment rules should not, as a principal rule, account for more than 10 per cent of the researcher's annual working hours (annual maximum for teaching duties).

2 The Academy Board recommends to universities that the duties of **postdoctoral researchers hired on Academy-awarded research grants** shall include the provision of teaching in line with the principles laid down under 1 above concerning Academy research post holders.

3 Teaching, in this decision in principle, is understood as referring primarily to teaching included in the university curriculum. In addition to the teaching itself, the input required by teaching is taken to include the advance preparation and planning of lessons and lectures, compiling exams and giving feedback and the evaluation of teaching. If the researcher supervises these other than those by researchers within his or her own team, this will be counted among teaching duties and shall be included in the figures for the annual maximum of working hours as mentioned under 1.2 above. *In the case of Academy Professors, the supervision of theses by research team members is also counted as teaching work.*

Five per cent of annual working hours means 80 (eighty) hours: 80 hours per annum corresponds to one hour a week of teaching that requires advance preparation and planning.

The teaching duties (5%) mentioned under 1.1 above are understood as referring primarily to teaching within one's own university. As for the teaching duties specified under 1.2, the university and researcher may separately agree that teaching provided at other universities is taken into consideration when counting the 10 per cent annual maximum which must not be exceeded so that the amount of time spent in teaching does not unduly interfere with research.

4 Where necessary the Academy's Administration Office will issue more detailed guidelines and instructions regarding the application of the Board's decision in principle.

5 This decision shall take effect on 1 August 2000. Prior to its entry into force, however, necessary arrangements may be made in preparation of researchers' teaching and supervisory duties. During the 16-month transition period strong efforts shall be made to inform the science community about the Board's decision in principle. *The amendments*

*made to the decision on 1 July 2004 shall take immediate effect and again the science community shall be widely informed.*

*6 It is recommended that this decision also be applied to Academy research post holders working at research institutes and other sites of research.*